

# BECOME AN INCLUSION COACH

COACHING ■ TRAINING ■ WORKSHOPS ■ SPEAKING ENGAGEMENTS ■ INCLUSION CERTIFICATION



ICARUS



**ICARUS CONSULTING**

863 Flat Shoals Road Suite C-129

678.806.3922 or 770.550.3374 | [info@icarusconsult.net](mailto:info@icarusconsult.net) | [www.icarusconsult.net](http://www.icarusconsult.net)

- Does your organization receive and an increasing number of complaints about insensitive on” age, gender, ethnicity, race, generations, religion, or physical ability?
- Are there intercultural misinterpretations and miscommunication between team members?
- Are individual and organizational biases the result of cultural insensitivity, ignorance, malice, or all of the above?

**Diversity and inclusion are essential to organizational success. The business case for diversity and inclusion include:**

- Stronger teams
- Higher productivity
- Sustainable business results
- Enhanced employee engagement
- Broader access to talent

Icarus Consulting can help you develop and certify Inclusion Coaches on in your organization today!

## What is the Inclusion Coach Certification Program?

The Inclusion Coaches Certification Program gives you the edge you need. This is a comprehensive development program for emerging leaders designed to enhance their diversity and inclusion influencing and communication skills.

This 16- hour Certification Program has been developed by an ICF Master Certified Coach and is facilitated by expert D&I consultant. This program is designed so that emerging leaders get the skills needed to help advance your organization's D&I strategy. The programs focuses on three skills critical to being an effective Inclusion Coach: influencing, persuading, and communication.





# Methodology

## 1. EQ Training

The first ingredient in our secret sauce is our state-of-the-art EQ training for emerging leaders. It is more than a study of EQ but focuses on an entire set of EQ techniques that helps a person understand their potential, increase their ability to influence and persuade others, and enhance their ability to create change and achieve success



## 2. Motivational Interviewing (MI)

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## 3. Appreciative Inquiry (AI)

The first ingredient in our secret sauce is our state-of-the-art EQ training for emerging leaders. It is more than a study of EQ but focuses on an entire set of EQ techniques that helps a person understand their potential, increase their ability to influence and persuade others, and enhance their ability to create change and achieve success



## 4. Multicultural Communication (MC)

Multicultural Communication helps the Inclusion Coach communicate effectively with team members from different backgrounds and perspectives. The result is that team members feel, valued, respected... and connected to the organization's D&I vision and strategy.

## The Inclusion Coach Curriculum Includes:

Fundamentals of Coaching, Diversity and Inclusion Basics, Collaboration, Understanding Personality, Building Rapport & Relationships, Multi-Cultural Communication, Peer Mentoring, Effective Persuading, Effective Influencing, Unconscious Bias, Conscious Inclusion, Micro-aggressions, and more.

## Who should become an Inclusion Coach?

When emerging leaders in your organization are certified as Inclusion Coaches, they are equipped with the necessary skills to help drive your Diversity and Inclusion initiatives using engaging, effective, and sustainable methods.

**The organization should consider certifying the following people as an Inclusion Coach:**

- BRG/ERG leaders
- D&I Council leaders
- BRG/ERG executive sponsors Activities
- HR Business Rep
- Recruiters
- Multicultural Affairs
- Coordinator

If you are ready to become an Inclusion Coach and be on the side of change that guides and empowers, we have a team of qualified coaches prepared to partner with your organization. Call today to schedule your certification program or the Introduction to Inclusion Coaching program.





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